



IMPORTANT OPEN ENROLLMENT NOTICE

As of April 29, of the almost 40,000 employees eligible for benefits, only 6000 had completed their enrollment in the online enrollment system. We are fast approaching the half-way point and word needs to get out to the remaining employees that they **MUST** participate in open enrollment or they will have **NO** health or dental insurance, or flex spending coverage come July 1, 2005. If they currently have health, dental or FSA coverage, it **WILL NOT** roll over into the new plan year. There will be **NO DEFAULT** option for those that do not participate.

If employees are declining the State's optional benefits, they must still update their beneficiaries for the State-paid basic life insurance of \$33,000.

Please do whatever you can to impress upon your employees the importance of participating in this open enrollment. Post notices in common and highly visible areas. Send out regular e-mails or use your department's intranet. Mention it to employees who contact you about other matters. Anything you can do will certainly help.

Access to the online system and more information about the plans for FY06 can be found at www.colorado.gov/dpa/dhr/benefits.

CHILD CARE DISCOUNTS FOR STATE EMPLOYEES

By Travis Engelhardt
State Work/Life Program Coordinator

Now that school is out, do you need childcare? Childcare tuition discounts are available for all state employees through a number of childcare providers. Kindercare Learning Centers, La Petite Academy, ABC Child Development Centers, Kiddie Academy Child Care Learning Centers, Kid's Place, Little People's Landing, and Knowledge Learning Corporation offer tuition discounts. These discounts are available to all state employees in all branches of state government. To obtain childcare discount rates and information, contact your chosen provider and let them know you are a State of Colorado employee and learned about this discount through work. The providers will explain the details specific to their discount plan.

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NOTICE OF ELECTION

The Colorado Deferred Compensation 457 Plan and the Public Officials and Employees' Defined Contribution Retirement Plan

Do you have an opinion on how your money should be invested? Would you like to participate in the decision-making process of the 457 Plan? If you want to take a more active role in the direction of this Plan and its investments, **NOW IS THE TIME TO GET INVOLVED.**

The 457 Deferred Compensation Committee, the governing body for the Plan, will be conducting an election to fill a vacancy on the Committee (pursuant to 24-52-102, C.R.S.). The seat shall be for a four-year term beginning July 1, 2005.

Candidate & Election Requirements:

Active state employees and retirees who participate or have an account balance in the plan, whether or not currently deferring to the deferred compensation plan, may seek candidacy. In order to qualify as an eligible candidate you must obtain nominating signatures of five (5) plan participants. Signatures must be provided on nomination petitions provided in the election packets.

The 457 Committee meets monthly on the second Thursday of the month at 1313 Sherman Street, Room 318. Meeting dates, times and locations are subject to change, please visit the 457 website at www.colorado457.com for any changes, agendas and approved meeting minutes.

If *more* than one candidate is nominated, ballots will be mailed to all Plan participants the week of June 6, 2005. If more than one candidate applies, the candidate receiving the most votes will fill the vacant seat. There may also be an opportunity to vote via the Colorado 457 web site.

If you are an employee, and wish to seek election to the Committee, contact **Cari Arnold at 303-866-3436, 1-800-719-3434, or cari.arnold@state.co.us** and request an election packet. The packet that contains a complete set of election rules, a nomination petition, and biographical sketch form. The Employee Benefits Unit must receive signed petitions and biographical sketches no later than **4 p.m., Wednesday, May 18, 2005.**

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Employees are reminded that arrangements made are the sole responsibility of the individual family. The State assumes no obligation for these arrangements and does not endorse any of the organizations or their programs. For information on all Work-Life employee discounts and resources go to the Department of Personnel & Administration, Division of Human Resources Work-Life website at www.colorado.gov/dpa/dhr/WL/worklife.htm or contact Travis Engelhardt at travis.engelhardt@state.co.us.

Notice of Total Compensation Advisory Council Vacancy

The State Personnel Director is currently accepting applications to fill one vacancy on the Total Compensation Advisory Council (TCAC) for a three-year term beginning July 1, 2005.

TCAC advises the State Personnel Director on all compensation issues for employees in the state personnel system and group benefit plans for all state employees (24-50-104(3), C.R.S.), including:

- ▶ Providing a broad perspective for shaping the state's total compensation program;
- ▶ Assisting in solving short-term issues and developing long-term plans;
- ▶ Serves as a communication link with constituents, and
- ▶ Advises regarding how special surveys should be conducted.

Eligibility for state group benefit plans is required for state employee appointments. TCAC generally meets on the 4th Friday of each month, in Denver. Members serve without compensation, except travel expenses for long-distance travel.

Desired Qualities:

- ▶ Basic understanding of the State's total compensation program and interest in learning more about and improving the total compensation program
- ▶ Understanding of and openness to the diverse needs of the workforce
- ▶ Ability to contribute innovative ideas for the State's diversified workforce
- ▶ Desire to work with different stakeholder groups to better the State's total compensation program
- ▶ Willingness and ability to communicate with employees
- ▶ Courtesy and respect for all perspectives
- ▶ Reliability in attending TCAC meetings

Application packets for the State Personnel Director's Employee Appointment include: an *Employee Application* form and a minimum of one letter of endorsement (not to exceed one page) and no more than five letters.

The form and details are available at www.colorado.gov/dpa/dhr/comp/tcac.htm.

Email your application packet to **judi.karg@state.co.us**, or mail it to Room 122, 1313 Sherman Street, Denver, CO 80203, or fax it to **303-866-2021**. Application packets **MUST** be received by **June 10, 2005**.